A Note From Staff Council President Ida Russin

Dear Staff,

With the beginning of the new academic year we welcome new and returning student faces to our university Community. Below is my Staff Council welcome message which was recently sent to the Student Government Association and Graduate Student Senate.

Sincerely,

Ida Russin
Staff Council President

Welcome, new and returning students, to The University of Vermont. I’m Ida Russin, President of the University’s Staff Council. Our organization represents around 1900 staff members who are here to support the faculty, staff, administration and students of UVM. I’m lucky enough to spend my days helping graduate students through my work in the Graduate College.

I’ve often wondered why undergraduate and graduate students choose UVM. I hope it’s because . . .

- You fell in love with the University the minute you drove into town, and you can’t wait to explore our beautiful campus, city, state, and all they have to offer.
- You’re here to make a difference in our environment and our world, and you’ll gain the skills at UVM that you’ll need to achieve these goals.
- You were inspired by one of the many esteemed faculty members at our University, and you look forward to working alongside them.
- You sing, you dance, you act or participate in any of the creative arts, and you’re here to contribute to the artistic endeavors of the arts and theatre communities.
- You find our campus a safe and comfortable place to live.
- You love sports and you contribute to our outstanding athletic teams.
- You see the value in education, and your presence here is testimony to knowing you’ll receive a degree with integrity.
- You are ready for strong academic challenges and are willing to expand your current ways of thinking.
- You want a great career after graduation. And if you are an undergraduate, don’t forget about graduate school!

I hope you’re here for one or many of these reasons. Please know that you’ll find caring staff to help you along your way and that we all want you to succeed. Don’t ever hesitate to ask for assistance. Staff Council works collaboratively with the Graduate Student Senate and the Student Government Association on many shared initiatives.

Best wishes for a successful academic year.
**Staff Council Committee Reports**

**Benefits – Nelson Sears, Chair**

The Staff Council Benefits Committee met on 8/9/10 from 11am – 12pm in 305 Waterman. We welcomed back many returning members as well as Naima Dennis and Shelley Jurkiewicz who are new to the Committee. Nelson Sears was elected Chair and Mark Hall was elected Vice Chair for the 2010-2011 term. The Committee heard reports on current eyeglass benefit coverage, UBAC discussions, and health care benefits and equity of coverage. Further investigation was deemed necessary before any recommendations could be made.

**Communications – Joanne Montanye, Chair**

At the August 5, 2010 meeting of the Communications Committee, we first discussed projects that had carried over from last Spring: finalizing the design for bookmark-sized informational handouts, gathering and providing online access to FAQs for meeting procedures, and more subjects for the Spotlight on Staff section of the Staffline. The scope of the project to collate the Council's historical documents was explained in more detail.

Ideas were brainstormed to plan outreach and event possibilities for the Staff Council's 40th Anniversary in 2011. New members who wish to participate are encouraged to join us! Joanne Montanye was re-elected as Chair with Mary Parent as Vice Chair.

**Employee Environment and Facilities – Michelle Smith, Chair**

The EEF Committee had a great reunion and welcomed new member Allen Josey, Director, Operations Department of the Davis Center. Allen has agreed to be the liaison with Recycling and Solid Waste re: composting in your office/department, so if you have any questions, please contact him! Dedicated member Ernie Buford agreed to be the EEF Secretary this year; many thanks, Ernie! The committee discussed ways to continue to collaborate with Transportation and Parking Services to promote the great programs that are already in place for the UVM community, such as the "Free Ride Home" if you carpool, and permit options such as "Occasional Use". We encourage everyone to visit the T&PS website, which the department has invested a lot of time in over the summer and holds the most current information. We continue to welcome any and all of your ideas and concerns; everything from trucks idling when they shouldn't be, to promoting Health and Wellness as it relates to becoming a "pedestrian campus" fall under our purview, so contact us!

**Education and Professional Development – Todd Stewart, Chair**

The Education and Professional Development Committee held our first meeting of the 2011 academic year on Monday, August 9th. The Committee welcomed two new members and re-elected Todd Stewart as Committee Chair and Eric Hoefel as Committee Vice-Chair. The Committee reviewed and discussed the Staff Council Mission Statement and Committee Charge as well as the Staff Council Working Relationship Policy. The Committee is ready to get to work and looking forward to a productive year.
Staff Council Committee Reports

Internal Affairs – Sharon Mone, Chair

The committee used the August meeting to organize for the coming year. Sharon Mone was re-elected as Chair of the committee. We reviewed the committee charge and the Staff Council Mission Statement. The committee discussed continued efforts on the Short Term Disability project. We will collaborate with Barbara Johnson, Associate VP of Human Resource Services and the UBAC as needed to keep this initiative alive. We also discussed various other potential recruitment, retention and problem resolution issues for the coming year. Our next meeting is September 15, 2010.

Rules & Election Committee – Beth Walsh, Chair

The Rules and Elections Committee elected a new chair, Immediate Past President Beth Walsh, at their August meeting. The Committee will work on a number of items over the next academic year, including Presidential Election Policy Statement and Procedure, Election Software, clarification of committee chair terms, Standing Committee structure, and familiarizing Council representatives with Roberts Rules of Order. Our next meeting is from 10:00 to 11:00 on Tuesday, September 21, 2010 in the Staff Council Conference Room, Waterman 305. Please feel free to contact Beth Walsh if you have any question, ideas or concerns at beth.walsh@uvm.edu or 6-9611.

Salary & Budget – Carol Gross, Chair

The Staff Council Salary and Budget Committee met on 8/19/10 from 11am – 12pm in 327 Waterman. We welcomed back many returning members as well as Keith Williams who is new to the Committee. Carol Gross was elected Chair and Eileen Kristiansen was elected Vice Chair for the 2010-2011 term. The Committee went over history of past recommendations. The Committee agreed to have further discussions with Richard Cate and Ted Winfield. They also set two goals for the 2010-2011 term, which are a salary recommendation and an evaluation process recommendation.

Social – Marie Tiemann, Chair

The Social Committee (previously called Recreation Committee) had a meeting on August 26th. Marie Tiemann was elected to chair the Committee and Jane Nevins was elected as Secretary. The mission statement and Working Relationships Policy were reviewed. Diane Trono gave the updated budget information. She reports the balance of funds are in good standing which allows us to proceed with the upcoming events scheduled in the next fiscal year. The Committee sold 910 tickets for the Champlain Valley Fair and provided 201 free tickets to employees. This is a significant increase. Special thanks goes to Kathie Merchant in the Graduate College for organizing the sales this year. The Boston Bus Trip is a go for September 18th. Currently there are 37 people signed up. The committee discussed upcoming events like the Book Fair and the Holiday Bazaar. The date for the Holiday Bazaar is December 2nd. Along with selling crafts, there will be a food drive and a raffle at the Bazaar. Diane gave a list of who does what and a timeline to include in the “Events Binder.” This is a big event and the Committee will need volunteers. More information can be found here: www.uvm.edu/~stffcncl/?Page=holidaybazaar.html
In his August 24, 2010 communication, President Fogel announced the organization of an internal search committee to fill the position of Provost and Senior Vice President. To read the entire communication click here.

Staff Council has been asked to submit a list to President Fogel that includes at least 6 staff members willing to serve on this search committee.

If you are interested in serving in this capacity or would like to nominate a colleague, we ask that you please complete a Nomination Form and submit it to the Staff Council by Friday, September 10, 2010.

The Search Committee will meet weekly throughout the months of October and November and will conclude its work by the end of the semester.

Nomination Forms can be found at the Staff Council website here: http://www.uvm.edu/~stffcncl/pdf/provostsearchnomination.pdf

All completed Nomination Forms should be sent to the Staff Council Office, University of Vermont, 313 Waterman Building, Burlington, VT 05405. You may also email your form to Staff.Council@uvm.edu or fax it to 802-656-8790

If you have any questions or concerns, please contact Jeff Bukowski, Staff Council Office Administrator at Staff.Council@uvm.edu or 802-656-8767

** Please note that any staff member may also self-nominate by directly contacting Dr. Gary Derr, Chief of Staff at Gary.Derr@uvm.edu by Tuesday, September 14, 2010
Staffline: September 2010

Staff Council Call for Nominations

STAFF COUNCIL NEEDS YOU!

Do you want to strengthen your leadership skills, create long lasting relationships with colleagues, and work toward positive change at UVM, then serving on Staff Council may be for you. There are several Units/Divisions throughout the University who still need Representation. And if you do not want to be an elected Representatives, you can still participate on any of our eight standing committee.*

To learn more please read below or visit our website at http://www.uvm.edu/~stffcncl/?Page=getinvolved.html

Units Still in Need of Representation

- **College of Arts & Science**
  - One 3-year Representative Term

- **College of Engineering and Mathematical Sciences**
  - One 1-year Representative Term

- **College of Medicine**
  - Administration
    - One 3-year Representative Term
    - One 2-year Representative Term
  - Basic Sciences
    - One 3-year Representative Term

- **Student & Campus Life**
  - One 3-year Representative Term
  - One 1-year Representative Term

Staff Council Committees*

There are eight Staff Council Standing Committees.
You do not need to be an elected Representative to serve on these committees. The time commitment for each of these committees is approximately one hour per month.

- **Benefits**
- **Communication**
- **Education & Prof. Development**
- **Employee Environment & Facilities**
- **Internal Affairs**
- **Rules and Election**
- **Salary and Budget**
- **Social**

If you are interested in becoming a member, please fill out our Committee Membership Application or visit our Get Involved page for more information on how to participate.

Traffic Board of Appeals Appointment

Staff Council would like to congratulate Johanna P. Brabham, Manager of Custodial Services for Residential Life on her recent appointment as a Staff Council Appointed Representative to the Traffic Board of Appeals. Johanna joins Dr. Stacey A. Miller, Director of Residential Life in fulfilling this important duty for staff during the 2010-2011 Academic Year

*Although the Staff Council serves as the voice and advocate for all staff, it does not have the same function as Collective Bargaining Units to which some members of the UVM staff belong. Those staff who belong to UE Local 267 are not permitted to participate in Staff Council at the request of their union.
Please Bookmark us and visit us at www.uvm.edu/tps for current TPS Updates.

And check back often for the latest information on campus transportation, parking permit and parking lot management issues that concern you.

Findings up-to-date parking information is as simple as going to our homepage. “Current Parking Updates and Notices” is a chronological list we have started of updates and e-mail notices we have distributed concerning parking issues. Click any link under “Special Announcements & Information” for either Transportation or Parking issues to assist you with more timely matters. This page also has a link to a map of Trinity campus to direct you to the free 30-minute spaces behind our building for when you visit our office.

Visit us on line at www.uvm.edu/tps.

Even though this is the time of year our main focus is switching more from faculty/staff to students, we are always happy to address any of your needs.

Mary Provost
Customer Service Supervisor
The Staff Council continues to monitor the University Benefit Advisory Council’s (UBAC) review of Post-Retirement Medical Benefits. Below please find Staff Council generated reports on the most recent meetings held in August. You can find past Staff Council Reports and other information at our website [here](#).

**UBAC Meeting: August 10, 2010**

Richard Cate, VP for Finance & Administration, had been asked at the last meeting to present projected revenues so they could be compared against projected increases to benefit costs. He presented a worksheet previously prepared for the Board of Trustees of projected revenues over the next 10 years. Because all expenses are assumed to be exactly the same as they are now, it’s a rough estimate that results in a 2.2% net revenue, using a 3% tuition increase average. The document will be posted on the UBAC website. The findings presented indicate the increase in the cost of benefits clearly outpaces the increase in revenues.

The committee had also asked that a more regional peer and aspirant list be created so that the comparisons were more accurate. A list was prepared and it made very little change to the data that had been presented with the larger list of institutions.

The presentation included a review of the “UBAC Guiding Principles…” which begins with “Protect current retirees from undue financial burden.” The group reviewed UVM Demographics breaking groups into:

- Current retirees and beneficiaries
- Active employees eligible to retire
- Active employees with over 15 years of service
- Active employees with 5 to 15 years of service
- Active employees with less than 5 years of service
- Future Hires

Projected costs were examined for benefit costs for the groups using both Defined Benefit and Defined Cost strategies. More information about these strategies can be found on pages 11 and 12 of the Retiree Medical Strategy Presentation from August 10, 2010 found here: [http://www.uvm.edu/hr/hrs/ubac/hewittpresentation_2010-08-10.pdf](http://www.uvm.edu/hr/hrs/ubac/hewittpresentation_2010-08-10.pdf). Both are effective strategies for managing retiree costs. UVM currently operates as a defined benefit model. The “Five Key Levers” for reviewing the strategies include:

This Report continues on page 8
It was mentioned that although the data presented indicated that the average age of a new hire might be 25, the average age of the new hire at UVM is 40. A level of benefits appropriate for this age should be considered. The Hewitt group presented some sample program changes for purposes of providing examples of group segmentation, including examples where the current shared costs were increased while maintaining the same level of contribution that exists now, where the higher salaried employees pay a higher percentage of the cost of insurance. Some models using a defined cost strategy were examined, where it was explained that employees could expend the entire premium funds reserved.

Hewitt also discussed the idea of “soft changes” where you have no cliffs, where an employee with only 14 years of service at age 60 would not be cut off from eligibility, but rather have a minimal impact/change to their peer with 15 years of service at age 60. Other items discussed included options to explore our close relationship with FAHC as a low-impact option to reduce costs. The committee reiterated how important benefits are in recruiting faculty and staff at UVM.

Health Insurance Working Group of the UBAC: August 12, 2010

The committee began with reviewing their charge. They approached this process with the end in mind, reminding everyone of the fact that they have been asked to identify and examine options for adjustments to Post-Retirement Medical Benefits and that they will generate an advisory report which includes possible adjustment options that list the pros and cons of each.

The data that was presented by Hewitt is based on both UVM’s experience as well as regional and national averages. It is not indicative of higher education statistics. Barbara Johnson, Associate VP for Human Resource Services, contacted 8 more peer institutions, asking similar questions. Hewitt will re-run statistics based on the new peer institutions, but it likely won’t change the data much. Barbara was asked if she could provide a comparison of payroll cost growth to the benefit cost growth to examine that trend.

Two models were examined. Approach 1 was for those closer to retirement and required less of an impact. Approach 2 showed a notional account with a defined cost model. These can be found on page 15 and 16 of the Retiree Medical Strategy Presentation from August 10, 2010 found here: http://www.uvm.edu/hrs/unibac/hewittpresentation_2010-08-10.pdf

All models being reviewed preserve the high quality of coverage we currently have at UVM. They also agreed that micromanagement of any plan was not desirable, and that HRS will still regularly negotiate plans as they have always done. The last bidding was approximately 6 years ago. St. Michael’s did away with all post-retirement medical benefits, shifting the entire cost to the retiree. Brown University had done the same, but within 5 years it was reinstated. Any model that requires choice would require an education plan for employees.

There are currently no discussions regarding changes in UVM’s retirement contributions. Public comment included an indication that younger employees are not always healthier employees. We also need to keep an eye that livable wages are maintained, especially if employees are required to save for their post-retirement medical benefits. There are also many options out there that specifically address the needs of the four generations that currently make up the workforce.

This Report continues on page 9
Staff Council Report on Post-Retirement Medical Benefits Review

Continued

UBAC Meeting: August 24, 2010

The meeting began with discussions on two handouts that included information requested at previous meetings. The first was a pie chart indicating the Projected FY2011 Benefit Expense Budget. This chart highlights what components comprise the benefit expenses. The three largest components are medical/dental health (49.8%), retirement (20.1%), and social security (17.5%) which comprised 87.4% of total benefit expenses.

The second was an Employee Count by Salary Band chart which indicated the number of employees within the University who contribute a certain percentage of their salary to benefits. The chart indicated that the majority of employees contribute between 8-16% of their salary to benefits with the highest number of employees being within the 10-12% range.

At the previous UBAC meeting, a Retiree Medical Strategy Presentation was given that included information about the difference between a defined benefits approach and a defined cost approach. These two approaches were the basis for the generation of the original models of Approaches 1 and 2 which can be found here: http://www.uvm.edu/hrs/unibac/hewittpresentation_2010-08-10.pdf. These models looked at years of service and shared cost distribution between the employee and the institution, but focused on employees with 5 or more years of service. There was some concern about not including employees with less than 5 years of service as well as future hires. As a result, Hewitt generated a new presentation with Approach 2B and Approach 3 which can be found here: http://www.uvm.edu/hrs/unibac/hewittpresentation_2010-08-23.pdf

All these models use a dollar amount as a multiplier with years of service. In approach 2B and 3 the multiplier figure used was $5,000. However, in a final plan, the multiplier amount can be whatever the institution determines. Concerns were raised as to whether the final amount would be able to cover the actual costs for retirees.

Conversation then moved on to what would be the best way to facilitate the savings for post-retirement medical benefits for all employees. These strategies included personal savings, separate 403b for this purpose, which is the most common approach used, the creation of an employee Benefits Trust which is not widely used, and a new Health Savings Account. Information about these alternative approaches can be found on page 16 of the Retiree Medical Strategy Report from August 23, 2010 found here: http://www.uvm.edu/hrs/unibac/hewittpresentation_2010-08-23.pdf

A commitment to maintain the status quo for current retiree medical benefits was reiterated.

Public comments included questions on how information gathered by the UBAC will be shared with those employees for which English is not their first language as well as if the UBAC will play a role in educating the University community of the eventual plan approved by the Administration and Board of Trustees. There was also concern that the multiplier method may not provide enough supplemental coverage for retirees to sustain them in the gap years before Medicare begins.

You can find more information regarding the review process by visiting the University Benefits Advisory Council webpage here: http://www.uvm.edu/hrs/?Page=unibac/intro.html
University News & Announcements

Boston Bus Trip ~ Saturday, September 18, 2010

Sponsored by Staff Council Recreation Committee

The Staff Council Recreation Committee is once again sponsoring a day trip to Boston on Saturday, September 18, 2010. We provide the transportation to and from the city, and you choose what you want to do. The opportunities are endless—wonderful shopping, dining, theatre, museums. The bus will be leaving the Waterman parking lot at 7:00 am on Saturday morning. The bus will leave Quincy Market in Boston at 7:00 pm, bringing everyone back to UVM at approximately 10:30 pm.

The cost is $34 for UVM Employees (including retirees) and $39 for Non-UVM Employees. Complete the form below and return it with your check payable to UVM to the Staff Council Office, 313 Waterman. The extended deadline for signing up is Friday September 3, 2010. If you require accommodations, please contact the Staff Council Office at 656-4493 or by email at Staff.Council@uvm.edu

The Recreation Committee reserves the right to cancel any event. Deposits will be refunded only if the event is cancelled. Limited space is available and is reserved on a first-come, first-serve basis.

Boston Bus Trip Saturday, September 18, 2010 Registration

Name: ____________________________
Dept.: ____________________________
Work Address: ______________________
Phone: ____________________________ Email: ____________________________

UVM Employee at $34, Sub-Total: __________________
Non UVM Employee at $39, Sub-Total: __________________
Total Amount Enclosed (checks Payable to UVM): __________________

Return this form to the Staff Council Office, 313 Waterman with your check payable to UVM no later than Friday September 3, 2010

For a printable version of this reservation form, please visit the Staff Council website at the following link: http://www.uvm.edu/~stffcncl/pdf/bostonbusflyer091810.pdf
Staff Council Holiday Bazaar

Thursday, December 2, 2010
9 a.m. to 3:00 p.m.
Grand Maple Ballroom
Davis Student Center

Attention UVM Staff It is that time of year again to begin planning for our annual Holiday Bazaar. This is a great opportunity to showcase and sell your own beautiful locally handmade products and artwork to the UVM community or to donate a homemade craft or baked good for the Staff Council Social Committee Table.

If you would like to rent a table or make a donation, please visit our website for more information at: http://www.uvm.edu/~stffcncl/?Page=holidaybazaar.html

All proceeds from table rentals and the committee’s tables help support Staff Council Events such as bus trips, Champlain Valley Fair Ticket discounts, and much much more.
Tickets for The Great Escape & Splashwater Kingdom are now available in the Staff Council Office
313 Waterman, 85 South Prospect St., Burlington VT 05405
M - Th: 8am - 3:30pm & F: 9am - 1pm
Please call 802-656-4493 or email Staff.Council@uvm.edu

Discounted ticket prices:
Adults & Children: $26.00 ($40.99 + tax at the gate)
Children age two and under are free!

The parking fee per car is $10.00 at the Great Escape Park

Operating Dates:
- The Great Escape Park opened May 8th - weekends only and opens for daily operation June 16th through Labor Day, September 6th.
- Splashwater Kingdom is now open through September 6th.

If you are unable to stop by the Staff Council Office during our business hours to purchase your tickets, you may now order tickets online. New this year, UVM employees and retirees may purchase tickets online, through our own Six Flags site. These “print and go” one-day tickets are $26.00 + tax = $26.46. There is a $5.00 processing fee per online order.

UVM’s Online Order Link for Six Flags:
Username: UVM
Password: SixFlags13

Additional information may be found by visiting www.sixflags.com
The Staff Council is pleased to be offering these corporate discounts to UVM employees once again this year! To order passes please complete the appropriate form and submit the application with payment information or a check (made payable to the Ski Resort) by the deadline stated (by resort).

More information can be found here: [http://www.uvm.edu/~stffcncl/?Page=dis_ski.html](http://www.uvm.edu/~stffcncl/?Page=dis_ski.html)

Send applications for Bolton, Jay Peak and Sugarbush to the Staff Council Office, 313 Waterman Bldg, Burlington, VT 05405. Email or call us with any questions at Staff.Council@uvm.edu or call 656-4493.

**Bolton Valley Resort – [www.boltonvalley.com](http://www.boltonvalley.com)**

**DEADLINE FOR ORDERING** – September 24, 2010

(Add 6% tax to all prices)

- Alpine Adult Pass (18-70): $449
- Alpine Youth (7-17) When purchased with an adult): $149
- Alpine Youth (7-17): $199
- Alpine Senior (70+): $199
- Alpine Child (6 & under): $25

**Jay Peak Resort – [www.jaypeakresort.com](http://www.jaypeakresort.com)**

**DEADLINE FOR ORDERING** – October 31, 2010

(Add 6% tax to all prices)

- Bash Badge Adult: $89
- Bash Badge Youth (6 – 18): $69
- Alpine Adult Pass: $489
- Alpine Youth Pass (13-18): $329
- Alpine Child Pass (6 - 12): $269
- Alpine (5 & under): $20

- Alpine Senior Pass (70+): $20
- Family Pass (per adult): $439
- Family Pass (per child): $239
- Nordic Passes: $79
- Nordic Youth Pass (6-18): $59
- Nordic Trail Season Pass Family of 4: $179

**Smugglers’ Notch – ORDER ONLINE ONLY AT [www.smuggs.com/corporate](http://www.smuggs.com/corporate)**

**DEADLINE FOR ORDERING** – October 31, 2010

(Add 6% tax to all prices)

- Bash Badge: $89
- Bash Badge Youth (6 – 18): $69
- Alpine Adult Pass: $489
- Alpine Youth Pass (13-18): $329
- Alpine Child Pass (6 - 12): $269
- Alpine (5 & under): $20

- Alpine Senior Pass (70+): $20
- Family Pass (per adult): $439
- Family Pass (per child): $239
- Nordic Passes: $79
- Nordic Youth Pass (6-18): $59
- Nordic Trail Season Pass Family of 4: $179

**Sugarbush Resort – [www.sugarbush.com](http://www.sugarbush.com)**

**DEADLINE FOR ORDERING** – Noon, September 15

(Add 6% tax to all price)

- Paying Sugarbush by Credit Card? If yes, click on UVM’s Ski & Ride Website for more information.

- UVM Adult Rate – Adult all mountain pass (no restrictions): $659 = ($540 Savings)
- Adult all mountain pass (Valid Mon-Fri, non-holiday): $499
- New – College all mountain + 1 (Gap Year Extension from May 2010): $319
- New – Mt Ellen only College Pass: $219
- Youth all mountain (7-18): $399
- Kids (6 & under): $25

**LCRCC Adult Rate** (includes one children’s pass – ages 12 & under): $799 – ONLY AVAILABLE THROUGH LAKE CHAMPLAIN REGIONAL CHAMBER OF COMMERCE - Contact adam@vermont.org using your UVM email. UVM employees are considered LCRCC members.

* MasterCard, Visa, AMEX, or Check made payable to the Resort are accepted as forms of payment. No orders will be accepted after the deadlines. Passes can be picked up at the resorts two weeks before the season begins at the resort.
Supervisory Learning Series

HRS is pleased to announce that a new **Supervisory Learning Series will begin in October**. This comprehensive program of supervisory essentials is designed to offer a solid foundation for both new and experienced first-line supervisors. During the 50 hours of instruction participants will:

- Explore the roles and responsibilities of a supervisor in the University environment
- Explore ethical leadership and discuss what it means to lead with integrity
- Understand common legal issues and apply Federal and State guidelines
- Learn how to model a commitment to cultural competency and diversity
- Develop an appreciation for the importance of effective communication and feedback
- Explore the value and challenges of collaboration in the workplace
- Develop and practice tangible skills that will help enhance the supervisory experience

Complete program details and nomination forms can be found at: [www.uvm.edu/hrs/sls](http://www.uvm.edu/hrs/sls).

Staff Appreciation Week 2010

UVM's Staff Appreciation week is September 20-24, with three major events:

- The **Social on the Green** (Monday, **September 20** from 11:30 AM to 1:00 PM) is a fun celebration hosted by President Daniel Mark Fogel and Rachel Kahn-Fogel. Join us under the tent in front of the Fleming Museum for a meal provided by the President and Sodexo. Enjoy the jazz ensemble, great conversation and a chance to win one of a number of raffle gifts. **Note that to improve efficiencies in the serving of the meal, the line will be open from 11:30 AM to 1:00 PM.**
- The **10-Year Luncheon** (Wednesday, **September 22** at 12:00 noon) honors those staff who have served the University for ten years. This meal, hosted by Interim Provost Jane Knodell, is by invitation only and an RSVP is required.
- The **Staff Recognition Dinner** (Friday, **September 24**, at 5:30 PM at the Davis Center) honors those staff celebrating 15 or more years of service to UVM. This evening gathering, hosted by Vice President Richard Cate with a program emceed by Vice President Gary Derr, is also by invitation only and an RSVP is required.

If you have questions or special needs related to Staff Appreciation Week, please e-mail [HRSInfo@uvm.edu](mailto:HRSInfo@uvm.edu), or call the HRS Employee Information Center at 656-3150.

Flexible Spending Account Changes

The final healthcare reform bill stipulated **key changes** to Flexible Spending Accounts:

1. Over-the-counter meds are no longer reimbursable without a prescription, beginning 1-1-2011.
2. Tax exempt medical reimbursement limit set at $2,500 (down from $5,000), beginning 1-1-2013.

Get the Latest Updates

Stay current on the latest HRS news by becoming a fan on Facebook or following us on Twitter. If you need some background on how we use these services or are looking for guidance to get set up, visit the [Stay Informed](#) page on the HRS web site.
The UVM Department of Theatre announces its 2010-2011 Subscription Season filled with gender-bending time travel, a classic re-envisioned, a mistaken identity comedy and a 20th anniversary when it presents Cloud Nine by Caryl Churchill, A Doll's House by Henrik Ibsen, and William Shakespeare’s Twelfth Night. The Toys Takes Over Christmas returns celebrating 20 years at the Royall Tyler.

Cloud Nine, an audacious, award-winning British comedy by Caryl Churchill wraps gender-bending characters and outrageous portrayals of sexuality in thought-provoking satire placed in both Victorian Africa and modern day Great Britain. Directed by Sarah Carleton Cloud Nine will contain mature material not recommended for younger audience members as well as brilliant, witty dialogue and runs September 30 through October 10.

In A Doll’s House Nora appears to be a perfectly happy housewife, devoted to her family without a care in the world. But what past secrets does she hide? What steps did she once take to save her perfect life and marriage? Although she desperately tries to hide the truth all is revealed on this Christmas Eve and Nora’s world is about to explode! Henrik Ibsen’s classic is re-invented for the 21st century with adaption and direction by Gregory Ramos in this breathtaking and imaginative production. With themes that question gender relations and women’s rights, the play is as provocative today as ever and runs November 4 - 14.

The season closes with one of the most widely performed comedies Twelfth Night by William Shakespeare and directed by Peter Jack Tkatch. The Duke is in love with Olivia who is in love with the Duke’s messenger, who is really Viola, who is in love with the Duke and disguised as a boy. Did we mention that she has a twin brother? Mix in some rowdy characters and anything can happen when Shakespeare’s beloved cross-dressed comedy comes to life on the Royall Tyler stage running February 17 – 27, 2011.

The Toys Take Over Christmas returns to celebrate 20 years of holiday joy for the whole family! Written by Patricia Clapp the story of who is the greatest toymaker and all of the loveable toys along with a visit from everyone’s favorite North Pole native will come to life December 4 & 5 at 10am, 2pm & 6pm at the Royall Tyler.
University News & Announcements

Join us!
Diversity and Equity Unit
Welcome Back Barbecues!

* Women’s Center *
Thursday, September 2nd
5:00pm - 7:00pm
34 South Williams St.

* LGBTQA center@uvm *
1:00pm - 4:00pm
Saturday, September 11th
Allen House, 461 Main St.

* ALANA Student Center *
4:00pm - 6:30pm
Friday, September 10th
Blundell House
342 South Prospect St.

All are welcome!
Bring your friends!

Diversity & Equity Unit’s
8th Annual JAZZ Brunch

October 3, 2010
11:00 AM - 1:00 PM
Grand Maple Ballroom
Davis Center

The Diversity & Equity Unit —
ALANA Student Center, LGBTQA
Services, Women's Center, and
Affirmative Action — invites you to
join us for a feast of great food,
conversations and JAZZ music.

This event is free for UVM students
and children 10 and under; $10 per
adult. Pay at the door.

Space is limited; please RSVP by
September 22, 2010 by e-mailing
Mira.Fakirananda@uvm.edu or call
(802) 656-7892.
For additional information, call (802)
656-2089.

Sponsored by the President’s Office
and the Diversity and Equity Unit

Fall 2010
Community Medical School

Tuesdays from 6 – 7:30 p.m.,
September 14 – October 26, 2010
Carpenter Auditorium, Given Building

For more information, visit www.med.uvm.edu/cms
or call 802-847-2886

Staff Council
Golf Outing Update

During the 6th Annual Staff Council
Golf Outing, $77 was raised through
the sale of Mulligan’s and donated to
the Chittenden Emergency Food Shelf.
Thank you again to Annette Mailhot,
Jeff Senator, and the Staff Council
Social Committee for organizing this
event.
Volunteer Opportunity

C.H.A.M.P.
Champlain Adaptive Mounted Program

Champlain Adaptive Mounted Program is looking for volunteer to help out with our riding program. Champ is a non-profit organization that offers horseback riding therapy to anyone with special needs. We need volunteers over the age of 14 that are willing to walk beside our riders while they are mounted on the horse as a safety precaution. Or, if your not comfortable around horses then we need someone to greet our riders and help with some record keeping for the lessons. If you're looking for a great workout then there are stalls that need to be cleaned or other outside maintenance. This is a great way for High School or College age students to also do Community Service.

Our Fall session begins on Monday September 13 and runs for 8 weeks. We will also have group lessons on Wednesday’s and Saturday afternoons. If you could please help out for 1 hour or more a week we would really appreciate it. Please contact Sue Tebbetts at Sue4Champ@gmail.com with any questions or times that you could help out.
Spotlight on Staff Submissions

As staff members we all contribute something unique and valuable to the UVM community in both our professional and personal endeavors. Have you or someone you know at UVM accomplished something you would like to share with your colleagues? If so, we want to know about it and include it in Staffline.

Simply email Staff.Council@uvm.edu with “Spotlight on Staff” in the subject line and tell us about it. We are willing to assist with writing a short piece on your behalf.

UVM HORTICULTURE RESEARCH CENTER
APPLE SALES

The UVM Horticulture Research Center continues a fifty-year tradition this season and looks to the future with the opening of Apple Sales on August 27. Please note that this is two weeks earlier than previous years. In addition to our IPM fruit we will also have our Certified Organic crop, available only while our limited supplies last. Certified Organic apples from the Hort Farm are the product of a major USDA funded project led by Plant and Soil Science professor Lorraine Berkett. Sales will occur every Friday through October from 10:00 AM to 4:00 PM at the farm. Available varieties will change each week as the ripening season commences. Apple pricing this year is $1.00 per pound for all fruit. Bulk orders and interdepartmental purchases are welcome. Proceeds from Apple Sales go to supporting research and education programs at the farm. Please contact Terry Bradshaw at tbradsha@uvm.edu or 658-9166 for more information.

Directions to the farm from campus: The HRC is located behind GE Healthcare (former IDX) and the Heritage car dealerships off Shelburne Road in South Burlington. From Campus Follow Spear Street South to Swift Street, take a right at the light and follow Swift St to the end. Travel 1.5 miles south from the intersection of Swift Street and Shelburne Road (U.S. Route 7). Turn left at the traffic light onto IDX Drive. Travel .3 miles on IDX Drive and turn left onto the Horticultural Research Center access road.

Available varieties and approximate dates

- Paula Red (8/27)
- Zestar! (8/27)
- GingerGold (8/27)
- Sunrise (8/27)
- McIntosh (9/03 through end of season)
- NY 74828 (9/03 through end of season)
- Silken (9/03)
- NJ 109 (9/03)
- Honeycrisp (few, get them 9/10 or 9/17)
- Gala (9/19)
- NY 75414 (Speckles) (9/10?)
- Cortland (9/17 or 10/24 through end of season)
- Liberty (9/17 through end of season)
- Macoun (10/3 through end of season)/
- Golden Supreme (10/3 through end of season)
- Empire (10/3 through end of season)
- Mutsu (2nd week of Oct.)
- Northern Spy (2nd week of Oct., maybe after that)

Legal Issues in Higher Education Conference

October 17-19, 2010 ~ Sheraton Burlington

Special half price rate for UVM employees
$350 per person
Register online at learn.uvm.edu/legal
Select Student/UVM Employee
Please use your UVM email when registering.
### Staff Council Meetings

#### September
- Council Meeting: Tues. Sept. 7th
  - 12:05 pm to 1:30 pm
  - Davis Center, Livak Ballroom

#### October
- Council Meeting: Tues. Oct. 5th
  - 12:05 pm to 1:30 pm
  - Davis Center, Livak Ballroom

For a complete list of Staff Council Meetings, visit [http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html](http://www.uvm.edu/~stffcncl/?Page=meetingschedule.html)

### Staffline Submission & Distribution Schedule

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### ANNOUNCEMENTS

Do you have an announcement you would like to make in *Staffline*? If yes, please let us know.
- Email Staff.Council@uvm.edu

Our condolences go out to Phyllis Demarco in the Registrar’s Office on the recent passing of her sister Victoria Grasso.

### CONTACT STAFF COUNCIL

Do you have an idea, suggestion or concern you would like the Staff Council to know about or investigate? If yes, consider filling out a Staff Council Contact Sheet to let us know. Contact sheets can be found on our website at [www.uvm.edu/~stffcncl/?Page=contactsheet.html](http://www.uvm.edu/~stffcncl/?Page=contactsheet.html)